



The Gazette of Meghalaya

PUBLISHED BY AUTHORITY

No. 51

Shillong, Thursday, December 17, 2020

26th Agrahayana, 1942 (S. E.)

Separate paging is given on this part in order that it may be filed as a separate compilation.

PART-IIA

GOVERNMENT OF MEGHALAYA

NOTIFICATIONS

The 1st December, 2020.

No.LBG.39/2014/Pt/248. - WHEREAS Ease of Doing Business is a priority of the Government of Meghalaya, in consonance with the Business Reform Action Plan of the Department for Promotion of Industry and Internal Trade, Ministry of Commerce & Industry, Government of India;

WHEREAS there is a need to simplify business regulations and ease of compliance of labour laws, and bring in transparency and accountability in the inspection of establishments and industries, for creating a conducive environment for business investors and entrepreneurs in the State;

WHEREAS there is a need of introduction of online inspection system in Labour Commissionerate to ensure simplification, transparency and accountability of inspection and ease of compliance of law by the **registered** Employers/Establishments/Industries under various statutes and rules, and routine compliance inspections are to be done through the online inspection system;

WHEREAS there is a need to allow access of online inspection reports by businesses and provisions to report unofficial visits by inspectors/officials;

NOW, THEREFORE, the State Government has decided to introduce an online-based inspection system called the Central Inspection System that will cover the Offices of the Labour Commissioner and Chief Inspector of Boilers and Factories of Labour Department, and Offices of the Controller of Legal Metrology and Meghalaya State Pollution Control Board and accordingly one web-based online inspection system is being developed.

After careful examination of the matter, the Government of Meghalaya hereby issues the following online inspection procedures for the Central Inspection System with regards to the Labour Commissionerate of Labour Department to categorise establishments or industries in the online Central Inspection System for random selection of units and random allocation of inspectors for inspection under various Labour Laws.

1. The following Acts will be covered under the online Central Inspection System:

- (a) The Minimum Wages Act, 1948
- (b) The Equal Remuneration Act, 1976
- (c) The Payment of Bonus Act, 1965
- (d) The Payment of Wages Act, 1936
- (e) The Payment of Gratuity Act, 1972
- (f) The Maternity Benefit Act, 1961
- (g) The Contract Labour (Regulation and Abolition) Act, 1970
- (h) The Meghalaya Shops and Establishments Act, 2003
- (i) The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986
- (j) The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979

2. Database of Establishments: The following shall be the sources of database of establishments and industries for online inspections:

- (a) Data of Establishments and Industries registered/renewed through a ledger/register book and maintained manually at the District Labour Offices, and which will be subsequently uploaded to the portal.
- (b) Data of Establishments and Industries registered/renewed online through the online registration portal of Labour Department/Commissionerate and/or Invest Meghalaya, pending full-fledged computerisation of the Commissionerate and its subordinate offices.

3. Frequency of Inspection: Unless provided for in any of the relevant labour laws, the frequency of routine compliance inspection for the different risk categories of establishments and industries shall be carried out as follows:

Sl. No.	Category of the industry/ establishment	Frequency of Inspection
1	Very Low Risk	Exempted
2	Low Risk	Once in 3 years.
3	Medium Risk	Once in 2 years.
4	High Risk	Once in a year

4. Risk Based Selection of Establishments: The selection of establishments and industries shall be on the basis of the following Risk Assessment criteria:

- A. Number of workers employed
- B. Number of Contract Workers engaged
- C. Nature of Activity of the establishment or industry

There are the other following criteria that may be considered for selection of establishments and industries for inspection:

- D. Status of Compliance on the basis of Annual Returns or Online Inspections (Ratings of Compliance to be given by the department)

- E. Complaints (from workers, trade unions, management, citizens, etc.)
- F. Compulsory Inspections (Court Orders, Orders of Judicial Institutions like Lok Ayukta, Human Rights Commission, Women's Commission, Child Rights Commission, etc.)

In case a particular establishment or industry falls under two or more categories, the highest Risk Category will be considered for inspection.

A. Risk Categorisation on the basis of the total number of workers: Establishments/Industries will be categorised into High Risk, Medium Risk, Low Risk & Very Low Risk, based on the number of workers employed. The risks of the workers in terms of their entitlements viz., wages, bonus & other remunerations, leave, holidays, working hours, worksite facilities, safety & health, welfare and social security measures like gratuity, EPF, accident compensations, etc.

Sl. No.	No. of Workers	Category of the industry/ establishment
1	0-5	Very Low Risk
2	6-50	Low Risk
3	51-100	Medium Risk
4	101 and above	High Risk

B. Risk Categorisation on the basis of the number of contract workers engaged: There are certain establishments and industries employing large number of contract workers, in some cases more than the number of regular workers. The terms and conditions of employment of regular workers and contract workers are totally different and contract workers are prone to exploitation. Such establishments and industries are categorised as follows:

Sl. No.	No. of Contract Workers	Category of the industry/ establishment
1	0 (zero)	Low Risk
2	Less than 50% of regular workers	Medium Risk
3	More than 50% of regular workers	High Risk

C. Risk Categorisation on the basis of the Nature of Activity of the establishment or industry:

In certain activities of the establishments and industries, workers are prone to the Exploitation, apart from the risk of accidents and health hazards. In view of that, establishments and industries are categorised as below:

- (i) **High Risk Establishments:** The establishments and industries undertaking the following activities are categorised as high risk establishments.
 1. Automobile engineering workshops including servicing and repairs
 2. Brick kilns, Brick Making and other Cement Concrete based products
 3. Construction activities, employing fifty (50) or more workers for the time period or time frame of construction activity.
 4. Cashew Nut Processing
 5. Chemicals and Pharmaceuticals
 6. Cement and related/allied activities
 7. Coke and related, activities

8. Cinema Industry
9. Colour Printing and Yarn Dyeing,
10. Construction or maintenance of roads and buildings
11. Cotton ginning and pressing,
12. Glass industry,
13. Hotels, Restaurants and Eating houses
14. Jute and coir,
15. Match & Fireworks
16. Food based Industry
17. Ferro Alloys, Metal Foundries and General Engineering
18. Mines & Minerals
19. Petrol Pumps and Sales, Distribution & Handling of Petroleum Products
20. Power generation, distribution and transmission
21. Power loom industry
22. Rice mills, Flour mills, Saw mills
23. Stone breaking and stone crushing
24. Tiles (Concrete or otherwise) and Potteries
25. Security Services
26. Spinning mills
27. Baking process including biscuit manufactory
28. Cement concrete pipes
29. Distilleries and breweries,
30. Paper and paper boards,
31. Straw board and handmade paper manufactory
32. Wood work establishments (including Plywood Industry)
33. Woollen carpeting and shawl weaving establishments.

(ii) Medium risk establishments: On the above same basis, the following establishments and industries are categorised as Medium Risk Establishments.

1. Candle Making
2. Courier/Delivery Services
3. Clubs and canteens,
4. Electronics/IT/ITeS industry,
5. Fisheries and fish foods,
6. Garment and allied manufacturing industry,

7. Hospitals, Nursing homes and clinics other than Govt. Hospitals and dispensaries,
8. Soft drinks and aerated/ mineral/ distilled water manufacturing units,
9. Handloom weaving,
10. Printing press including litho and offset printing,
11. Transit Godowns, etc.,

Salt Pans removed

(iii) **Low Risk Establishments:** All other establishments and industries which are not included in the above mentioned categories shall be treated as Low Risk Establishments.

5. Exemption from Online-based Central Inspection System:

- (a) Establishment/Industry with 0 (zero) employees or employing family members only.
- (b) Start-Ups Establishment/Industry for the period of five (5) years from the date of commencement of business as per the Self Certification Scheme notified by the Labour Department, Government of Meghalaya.
- (c) Establishment/Industry specifically exempted by the Government of Meghalaya.

6. Complaints-based and Surprise Inspections: Complaints-based and Surprise inspection of the establishment or industry shall be carried out at any time with prior approval of the Labour Commissioner, Meghalaya. Such inspections may be carried out on the basis of

- (a) Compliances for Registration and Licensing under the various Labour Laws in the District Labour Offices.
- (b) Complaints received from Trade Unions or Workers or Citizens, etc.
- (c) Instruction received from the State Government, Deputy Commissioner, State Human Rights Commission, State Commission for Protection of Child Rights, State Women Commission, Lok Ayukta, or Elected Public Representatives (MPs, MLAs).
- (d) Relating to Judicial matters or Court cases.
- (e) Special Drive, e.g., Child Labour, Bonded Labour, etc.

7. Third Party Certification: There is no Third Party Agency available in Meghalaya, assessed or registered/declared, who can certify/inspect the Establishments under various labour laws. However, whenever such type of agency is available, necessary initiatives will be taken for implementing "Third Party Certification" for the Low Risk or Medium Risk Establishments.

8. Random allocation of establishments and inspectors for online inspection:

- (a) The online Central Inspection System will randomly allocate establishments and industries to the inspecting officers and the inspecting officers to the establishments and industries.
- (b) The system will ensure that **the same Establishment is not allotted to the same inspector twice consecutively and within a period of 1 year.**
- (c) Inspectors will be allowed to conduct inspections outside their local limits of jurisdiction but within the same district or adjoining district, as and when notified by the state government.
- (d) In case of inspection of an establishment or industry in the area other than the jurisdiction of the inspecting officer, the inspecting officer having administrative jurisdiction shall take up follow-up action.

- 9. Joint Inspection:** The online Central Inspection System will incorporate the offices of the Labour Commissioner Meghalaya, Chief Inspector of Boilers & Factories Meghalaya, Controller of Legal Metrology and Meghalaya State Pollution Control Board. The establishments or industries or factories or boilers that are commonly figured in the lists of the above mentioned offices will be identified and indicated in the portal to the respective inspecting officers of the concerned offices for conducting joint inspections, particularly in the cases of the Offices of the Labour Commissioner, Meghalaya and the Chief Inspector of Boilers & Factories. This will eliminate inspections conducted in silos and ensure reduction of compliance time and cost to the investor/entrepreneur as well as mutual sharing of information between inspecting officers and departments.
10. The General Inspection Procedure along with the Inspection Checklist-*cum*-Format laid under the concerned labour laws for inspection of any establishment/industry, and uploaded in the CIS portal, shall have to be strictly followed in respect of general points, records/registers & returns. No inspections should be done beyond that checklist.
11. All such Inspection Report shall be submitted to the appropriate authority through the online Central Inspection System portal, within **48 hours** of completion of the inspection.
12. Wherever an inspection report is available, the establishments or industrial units would be allowed to view or download, or sent electronically to them, the submitted inspection reports of atleast past three years.

This Notification is in supersession of Notification No.LBG.39/2014/Pt/228, dated Shillong, the 14th October, 2020.

This will take effect from the date of its publication in the official Gazette.

D. P. WAHLANG,
Principal Secretary to the Govt. of Meghalaya,
Labour Department.

The 1st December, 2020.

No.LBG.39/2014/Pt/249. - WHEREAS Ease of Doing Business is a priority of the Government of Meghalaya, in consonance with the Business Reform Action Plan of the Department for Promotion of Industry and Internal Trade, Ministry of Commerce & Industry, Government of India;

WHEREAS there is a need to simplify business regulations and ease of compliance of labour laws, and bring in transparency and accountability in the inspection of establishments and industries, for creating a conducive environment for business investors and entrepreneurs in the State;

WHEREAS there is a need of introduction of online inspection system in Inspectorate of Boilers and Factories to ensure simplification, transparency and accountability of inspection and ease of compliance of law by the Occupiers under various statutes and rules;

WHEREAS there is a need to allow access of online inspection reports by businesses and provisions to report unofficial visits by inspectors/officials;

NOW, THEREFORE, the State Government has decided to introduce an online-based inspection system called the Computerized Central Inspection System (hereafter also referred to as "CIS") that will cover the Office of the Chief Inspector of Boilers and Factories and Labour Commissioner of Labour Department, and Offices of the Controller of Legal Metrology and Meghalaya State Pollution Control Board and accordingly one web-based online inspection system is being developed.

After careful examination of the matter, the Government of Meghalaya hereby issues the following online inspection procedures for the Central Inspection System with regards to the Office of the Chief Inspector of Boilers and Factories of Labour Department to categorize factories and boilers in the online Central Inspection System for random selection of units and random allocation of inspectors for inspection under the Factories Act, 1948 and the Boilers Act, 1923.

Following shall be key features of CIS and its related aspects:

Common to Factories and Boilers

- 1. Compliance based inspections shall only be done through CIS.**
- 2. The following Acts, Rules and Regulations will be covered under the online Central Inspection System:**
 - a. The Factories Act, 1948.
 - b. The Meghalaya Factories Rules, 1980.
 - c. The Meghalaya Control of Industrial Major Accident Hazards (CIMAH) Rules, 1994.
 - d. The Indian Boilers Act, 1923.
 - e. The Meghalaya Boilers Rules, 1986.
 - f. The Indian Boilers Regulations, 1950.
 - g. The Boiler Attendants Rules, 2011.
 - h. The Boiler Operation Engineers Rules, 2011.
 - i. The Chief Inspector, Deputy Chief Inspector and Inspector (qualification and experience) Rules, 2012.
 - j. The Boiler Appeal Rules, 2013.
 - k. Relevant portions of:-
 - l. The Payment of Wages Act, 1936.
 - m. The Workmen's Compensation Act, 1923 (collection of returns).
 - n. The Maternity Benefit Act, 1961.
 - o. The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 (under the Environment Protection Act, 1986) and
 - p. The Chemical Accidents Emergency Planning Preparedness and Response (EPPR) Rules, 1996 (under the Environment Protection Act, 1986).

- 3. Database of Factories and Boilers:** The following shall be the sources of database of factories and boilers for online inspections: Data of the Factories and Boilers units registered/renewed through a License book and Certificate respectively maintained manually at the Inspectorate, Head Quarter, Shillong and which will be subsequently uploaded to the portal.

Specific to Factories

- 4. Frequency of Inspection for Factories:** Unless provided for in any of the relevant labour laws, the routine inspection of factories shall be carried out as follows:

Sl. No.	Category of the Factories	Frequency of Inspection
1	Low Risk	Once in 3 years.
2	Medium Risk	Once in 2 years.
3	High Risk	Once in a year.

- 5. Risk Based Selection of Factories:** The selection of factories shall be on the basis of the following Risk Assessment criteria:

- a. Number of workers employed: Risk Categorisation on the basis of the total number of workers employed: Factories will be categorised into High Risk, Medium Risk, and Low Risk, based on the number of workers employed. The risks of the workers in terms of their entitlements viz., wages, leave, holidays, working hours, worksite facilities, Occupational Safety & Health, welfare etc.

Sl. No.	No. of Workers employed	Category of the Factories
1	20-50	Low Risk
2	51-100	Medium Risk
3	101 and above	High Risk

- b. Type of the Manufacturing Processes: Risk Categorisation on the basis of the type of Manufacturing Processes: Various types of manufacturing process are being carried out by factories for which workers are prone to accidents and contract with Occupational health hazards/diseases. In view of that, factories are categorized as below:

Sl. No.	Type of Manufacturing Processes	Category of the Factories
1	Any other manufacturing process which is not as prescribed under Section 87 and Section 2 (cb) of the Factories Act, 1948.	Low Risk
2	Manufacturing process involving dangerous operations/processes as prescribed under Section 87 of the Factories Act, 1948.	Medium Risk
3	Manufacturing process involving Hazardous processes as prescribed under Section 2 (cb) of the Factories Act, 1948.	High Risk

- i. **High Risk Factories:** The Factories which carry out the following Manufacturing Processes are categorised as high risk:

1. Ferrous Metallurgical Industries.
 - Integrated Iron and Steel.
 - Ferro-alloys.
 - Special Steels.
2. Non-ferrous Metallurgical Industries.

- Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
- 3. Foundries (ferrous and non-ferrous).
 - Castings and forgings including cleaning or smoothening/roughening by sand and shot blasting.
- 4. Coal (including coke) Industries.
 - Coal, Lignite, Coke, etc.
 - Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
- 5. Power Generating Industries.
- 6. Pulp and paper (including paper products) Industries.
- 7. Fertilizer Industries.
 - Nitrogenous.
 - Phosphatic.
 - Mixed.
- 8. Cement Industries.
 - Portland Cement (including slag cement, puzzolona cement and their products).
- 9. Petroleum Industries.
 - Oil Refining.
 - Lubricating Oils and Greases.
- 10. Petro-chemical Industries.
- 11. Drugs and Pharmaceutical Industries.
 - Narcotics, Drugs and Pharmaceuticals.
- 12. Fermentation Industries (Distilleries and Breweries).
- 13. Rubber (Synthetic Industries).
- 14. Paints and Pigment Industries.
- 15. Leather Tanning Industries.
- 16. Electro-plating Industries.
- 17. Chemical Industries.
 - Coke Oven By-products and Coaltar Distillation products.
 - Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, etc.
 - Industrial Carbon.
 - Alkalies and Acids.
 - Chromates and dichromates.
 - Lead and its compounds.
 - Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides).
 - Electro thermal produces (artificial abrasive, calcium carbide).
 - Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds).
 - Phosphorus and its compounds.
 - Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine).
 - Explosives (including industrial explosives and detonators and fuses).
- 18. Insecticides, Fungicides, Herbicides and other Pesticides Industries.

19. Synthetic Resin and Plastics.
20. Man-made Fiber (Cellulosic and non-cellulosic) industry.
21. Manufacture and repair of electrical accumulators.
22. Glass and Ceramics.
23. Grinding or glazing of metals.
24. Manufacture, handling and processing of asbestos and its products.
25. Extraction of oils and fats from vegetable and animal sources.
26. Manufacture, handling and use of benzene and substances containing benzene.
27. Manufacturing processes and operations involving carbon disulphide.
28. Dyes and-dyestuff including their intermediates.
29. Highly flammable liquids and gases.
- ii. **Medium Risk Factories:** The Factories carried out the following Manufacturing Processes are categorised as Medium risk:
 1. Manufacture of aerated water and processes incidental thereto.
 2. Electrolytic plating or oxidation of metal articles by use of an electrolyte containing acids, bases or salts of metals such as chromium, nickel, cadmium, zinc, copper, silver, gold etc.
 3. Manufacture and repair of electric accumulators.
 4. Glass manufacture.
 5. Grinding or glazing of metals.
 6. Manufacture and treatment of lead and certain compounds of lead.
 7. Generating petrol gas from petrol.
 8. Cleaning or smoothing, roughening etc. of articles by a jet of sand, metal shot or grit or other abrasive propelled by a blast of compressed air or steam.
 9. Liming and tanning of raw hides and skins and processes incidental thereto.
 10. Certain lead processes carried on in printing presses and type foundries.
 11. Manufacture of pottery.
 12. Chemical works.
 13. Manipulation of stone or any other material containing free silica.
 14. Handling and processing of asbestos, manufacture of any article of asbestos and any other process of manufacture or otherwise in which asbestos is used in any form.
 15. Handling or manipulation of corrosive substances.
 16. Processing of cashew nut.
 17. Compression of oxygen and hydrogen produced by the electrolysis of water.
 18. Process of extracting oils and fats from vegetable and animal sources in solvent extraction plants.
 19. Manufacture or manipulation of manganese and its compounds.
 20. Manufacture or manipulation of dangerous pesticides.
 21. Manufacture, handling and usage of benzene and substances containing benzene.
 22. Manufacture, process or operations in carbon disulphide plants.
 23. Manufacture or manipulation of carcinogenic dye intermediates.
 24. Operations involving high noise level.
 25. Manufacture of Rayon by Viscose Process.

26. Highly flammable liquids and flammable compressed gases.

27. Operations in foundries.

iii. Low Risk Factories: All other factories which are not included in the above mentioned categories shall be treated as Low Risk factories.

There are the other following criteria that may be considered for selection of factories for inspection:

- c. Complaints (from workers, trade unions, Management, citizens, etc.)
- d. Compulsory Inspections (Court Orders, Orders of Judicial Institutions like Lok Ayukta, Human Rights Commission, Women's Commission, Child Rights Commission, etc.)

In case if a particular factory falls under two or more Risk Categories, then the highest Risk Category would be considered.

6. Joint Inspection: Factories which are subjected to compliance based inspections by the offices of the Chief Inspector of Boilers & Factories Meghalaya and Labour Commissioner Meghalaya; would be jointly inspected by Officials/Inspectors from these two offices.

Specific to Boilers

7. Frequency of Inspection of Boilers: The routine compliance-based inspection of boilers shall be carried out as follows:

Sl. No.	Category of the Boilers	Frequency of Inspection
1	Low Risk	Once in 5 years.
2	Medium Risk	Once in 3 years.
3	High Risk	Once in 2 years.

8. Risk Based Selection of Boilers: The selection of Boilers shall be on the basis of the following Risk Assessment criteria: Risk Categorisation on the basis of the types and sizes of the Boilers; Boilers will be categorised into High Risk, Medium Risk, and Low Risk, based on the types and Sizes of the equipment 'Boiler'.

Sl. No.	Types and Sizes of the Boilers	Category of the Boilers
1	Coil type or once through Boiler	Low Risk
2	Small Industrial Boilers	Medium Risk
3	All other types of fired & unfired Boilers	High Risk

The following instructions are issued in compliance of Department-Industrial-Policy-and-Promotion (DIPP), Ministry of Commerce and Industry, Recommendations:-

9. Differentiation in Inspection requirements based on the Risk profile Boilers:

- a. Hydraulic Test shall carry out to low risk Boilers.
- b. Thorough examination and Hydraulic test shall carry out to medium risk Boilers.
- c. Thorough examination, Hydraulic test and Steam Test shall carry out to high risk Boilers.

Common to Factories and Boilers

10. Jurisdiction of Inspectors:

- a. In order to implement the Centralized Inspection System seamlessly, Government of Meghalaya allows the inspectors from Office of Chief of Boilers and Factories to conduct compliance-based inspections outside their local limits.

- b. In case of inspection of a factory in the area other than the jurisdiction of the inspecting officer, the inspecting officer having administrative jurisdiction can also take up follow-up action.
- 11. Surprise Inspections and inspections based on complaints:** shall be carried out at any time only with prior approval of the Chief Inspector of Boilers and Factories, Meghalaya.
- a. Complaint based inspections may be carried out on the basis of:
- i. Complaints received from Trade Unions or Workers or Citizens, etc.
- ii. Instruction received from the State Government, Deputy Commissioner, State Human Rights Commission, State Commission for Protection of Child Rights, State Women Commission, Lok Ayukta, or Elected Public Representatives (MPs, MLAs).
- iii. Relating to Judicial matters or Court cases.
- iv. Special Drive, e.g., Child Labour, Bonded Labour, etc.
- 12. Third Party Certification:** There is no Third-Party Agency available in Meghalaya, assessed or registered/declared, who can certify/inspect the Factories and Boilers under the Factories Act, 1948 and the Boilers Act, 1923 respectively. However, whenever such type of agency is available, necessary initiatives will be taken for implementing "Third Party Inspection/Certification". Criteria for selection of Third-Party Agency shall be decided by Chief of Boilers and Factories from time to time.
- 13. Random allocation of factories and inspectors for online inspection:**
- a. The online Central Inspection System will randomly allocate factories to the inspecting officers and the inspecting officers to the factories. In case of inspection of the factories in the area other than the jurisdiction of the inspecting officer, the inspecting officer having administrative jurisdiction shall take up follow-up action.
- b. The system will ensure that the same Factory is not allotted to the same inspector twice consecutively.
- 14. Inspection Procedure, Checklist and uploading the inspection reports:**
- a. A well-defined inspection procedure and a comprehensive inspection checklist/form would be uploaded on the CIS website by the department for Boilers and Factories. This comprehensive inspection checklist/form need to be strictly followed by the inspectors. No inspections should be done beyond that checklist except in case of complaint-based inspections.
- b. All such Inspection Report shall be submitted to the appropriate authority through the online Central Inspection System portal and uploaded, within 48 hours of completion of the inspection.
- c. Wherever inspection report is available, establishments would be allowed to view and download submitted inspection reports of at least past three years. However, it is noted that as on date department does not have any specific data of establishments which were inspected since the establishments are very general in nature.
- 15. Changes from time to time:** Frequency of inspection with respect to risk categories, categorization of risk, inspection check-list, differentiation in inspection requirements and criteria for selection of third party are subjected to change from time to time through a notification by Chief of Boilers and Factories.
- This will take effect from the date of its publication in the official Gazette.

D. P. WAHLANG,

Principal Secretary to the Govt. of Meghalaya,
Labour Department.

The 21st August, 2020.

No.GHADC-GENL/CML/50/89/1287. - In exercise of the powers conferred by Section 9 of the Indian Marriage Act, 1872 as adopted under Sections 3 and 4 of the Garo Hills (Christian Marriage) Act, 1954, the Garo Hills Autonomous District Council, is pleased to grant Marriage Licenses to the following Pastor and authorizing him to solemnize and grant Certificates of Marriages between Indian Christians in the Autonomous District of Garo Hills and to issue certificates of Marriages.

1. Mr. Withington M. Sangma, Pastor of Sunny Hills Baptist Church, Krima No. IV.
2. Mr. Useng T. Sangma, Pastor of Jengjal Baptist Church, Krima No. IV.
3. Mr. Mickeystone Ch. Marak, Pastor, Dengasi Baptist Church, Krima No. IV.
4. Mr. Sujinder R. Sangma, Pastor of Nikseng Gittim Baptist Church, Krima No. IV.
5. Mr. Chakseng D. Sangma, Pastor of Bolsalgre Baptist Church, Krima No. X.
6. Mr. Kingstone N. Sangma, Pastor of Batabari Baptist Church, Krima No. X.
7. Mr. Jaban D. Sangma, Pastor of Kherapara Baptist Church, Krima No. XIII.
8. Mr. Jeny Christer R. Marak, Pastor of Jangrapara Baptist Church, Krima No. XIV.
9. Mr. Lakish S. Marak, Pastor Badri Rongsa A.we Baptist Church, Krima No. XI.
10. Mr. Dikseng N. Sangma, Pastor of Chokpot Baptist Church, Krima No. XV.
11. Mr. Balseng Marak, Pastor of Jambal Baptist Church, Krima No. V.
12. Mr. Salnang A. Sangma, Pastor of Dengnakpara Baptist Church, Krima No. VI.
13. Mr. Threeson Ch. Marak, Pastor of Lower Hullukona Baptist Church, Krima No. VI.
14. Mr. Tarzan R. Sangma, Pastor of Menadoba Baptist Church, Krima No. II.
15. Mr. Salseng R. Marak, Pastor Chibongga Baptist Church, Krima No. II.
16. Mr. Walnesh J. Sangma, Pastor of Gajingpara Baptist Church, Krima No. XVI.
17. Ms. Walme Ch. Marak, Pastor of Chisim A.pal Baptist Church, Krima No. I.
18. Mr. Aldhen K. Sangma, Pastor of Soksan Baptist Church, Krima No. XVI.

Secretary,
to the Executive Committee,
Garo Hills Autonomous District Council,
Tura.

The 31st August, 2020.

No.GHADC-GENL/CML/50/89/1456. - In exercise of the powers conferred by Section. 9 of the Indian Marriage Act, 1872 as adopted under Sections 3 and 4 of the Garo Hills (Christian Marriage) Act, 1954, the Garo Hills Autonomous District Council, is pleased to grant Marriage Licenses to the following Pastor and authorizing her to solemnize and grant Certificates of Marriages between Indian Christians in the Autonomous District of Garo Hills and to issue Certificates of Marriages.

1. Smti. Biolish Ch. Marak, Pastor of Nekora Baptist Church, Krima No. III, South Garo Hills Meghalaya.

Secretary,
to the Executive Committee,
Garo Hills Autonomous District Council,
Tura.

The 14th September, 2020.

No.GHADC-GAD/CML/ISD/315/2011/1578.- In exercise of the powers conferred by Section 9 of the Indian Marriage Act, 1872 as adopted under Sections 3 and 4 of the Garo Hills (Christian Marriage) Act, 1954, the Garo Hills Autonomous District Council, is pleased to grant Marriage Licenses to the following Pastor and authorizing her to solemnize and grant Certificates of Marriages between Indian Christians in the Autonomous District of Garo Hills and to issue Certificates of Marriages.

1. Shri Rajesh W. Sangma, Pastor of Do'kongsi Zion Worship Church.
2. Shri Rakman Sangma, Pastor of Rongjeng Zion Worship Church.

Secretary,
to the Executive Committee,
Garo Hills Autonomous District Council,
Tura.